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### SUMMARY OF THE INSPECTOR GENERAL'S STATEMENTS

As we understand it, the Inspector General's Survey indicates the chief purposes of a career service in this organization to be: (1) a means to advance intelligence as a profession, (2) a means to assure the selection of capable young people, and (3) a means to train and prepare the right individuals for top jobs for both the present and future.

Membership in the Agency Career Service recommended by the Inspector-General would be conferred upon all who are now members although the organization of the present twenty-six services would be changed to five services. Career Staff membership would be determined by a Board (to be described later) with the assistance of the Career Service Boards and Panels. Membership in one of the new services - the Intelligence Career Service - would be limited to "the hard core of professional intelligence officers". These officers would be selected according to the categories of positions they held including "collectors, collators, evaluators, analysts and interpreters of information for whom there is not other work than Intelligence". The reasons given for restricting membership in an Intelligence Career Service to this one group are given in the following terms:

- (1) It is a group, readily distinguishable from Agency employees whose positions are similar to those elsewhere in government.
- (2) It is a group for which long-promised additional benefits can be justified.
- (3) It is a group which can be disciplined by its career service in such a way as to generate the desired esprit de corps and give meaning to an Intelligence Service.

To achieve the goals described in the first paragraph, the Inspector General proposes the use of some procedures which are now in use, some which must be modified, and some which must be introduced. Specifically, he recommends:

- (1) The establishment of a career service divided along occupational lines (Administration, Clerical, Technician, Specialist, Intelligence, and possibly a Communications Service separate from the rest.)

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- (2) The taking of additional steps to overcome present disadvantages of Agency employment and to compensate for the abnormalities of security service.
- (3) The improvement of performances of present employees at all levels by grouping them into three categories and monitoring necessary action or development of them according to suggested guide lines. (The categories: (a) Those who are inadequate for the position occupied and have no potential, (b) Those who are inadequate, but have potential for improved performance through development, and (c) Those who are adequate for these positions and have potential for growth through development.)
- (4) The eventual stepping up of the junior professional recruitment program.
- (5) The initiation of a course of training and development (for possibly five years) for junior professionals prior to admission to the Intelligence Career Service (or to some other more appropriate service for a given individual.) Satisfactory completion of this training would confer Career Staff status upon the individual.
- (6) The establishment of a CIA Career Development Board reporting to the DCI to assist in career matters through making policy in the career field, giving guidance to Heads of career services, and directing the implementation of a general career development program for all employees at all levels. This would eventually result in the elimination of the CIA Career Council and the Supergrade Board. (It should be noted that although the Career Development Board would monitor the training of junior professionals and determine their assignments to appropriate career services, no reference is made in the report of the entry-on-duty procedures for other kinds of employees.)
- (7) The transfer of the responsibilities of the Selection Board and Examining Panels to the appropriate Heads of Career Services.
- (8) The encouragement and publicizing of the new order.